



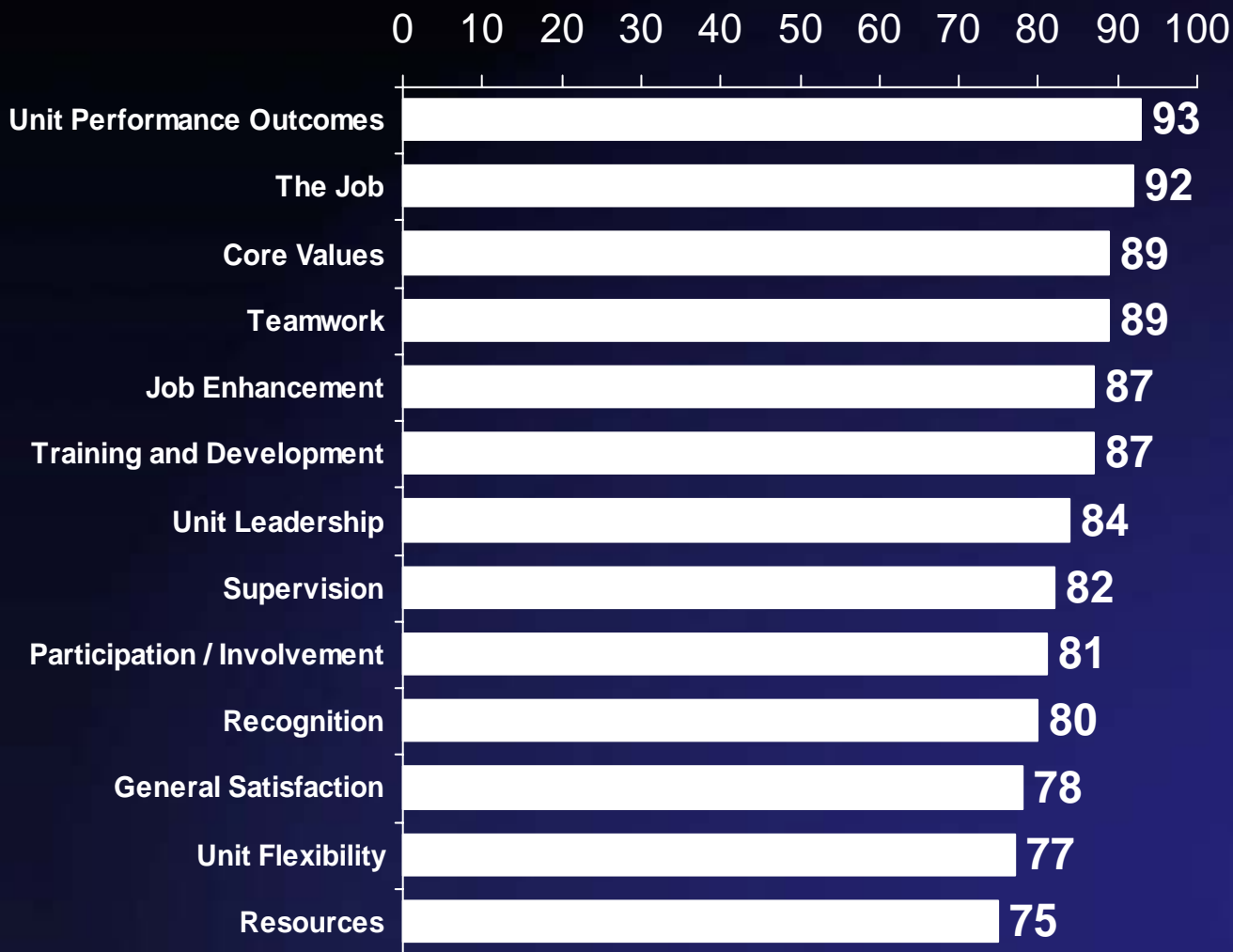
Town Hall Meeting

General Gregory S. Martin
27 May 2004

CSAF Climate Survey:

HQ AFMC 2003 & 2002 Comparison

Total % Agree = (% Slightly Agree + % Agree + % Strongly Agree)



<u>Total % Agree</u>		
<u>2003</u>	<u>2002</u>	<u>Delta</u>
93	93	NC
92	92	NC
89	88	+1
89	89	NC
87	87	NC
87	85	+2
84	83	+1
82	81	+1
81	81	NC
80	76	+4
78	79	-1
77	78	-1
75	72	+3

Climate Survey Summary

- **Our people are working hard to accomplish the mission**
- **Trends are positive, but room for improvement**
 - **Workload**
 - **Communication**
 - **Recognition / Appreciation**
 - **Turbulence**



Junior Force Study – Pelletier Group

- **Defined career path**
- **Matching degrees and experience to the job**
- **AFMC identity**
- **Deployment opportunities**
- **Leadership opportunities**
- **Operational experience**
- **Meaningful work**
- **Training**
- **Accountability**



Initial Actions

- **Strengthen feedback / communication**
- **Define career paths and progression**
- **Institutionalize Junior Force Councils**
- **Energize recognition / appreciation efforts**



“Goal Day” Initiative

➤ Family Day...

Time back for time lost

➤ Goal Day...

Time off for improved performance

Note: Implementation will occur upon completion of union bargaining.

Air Force Materiel Command

Deliver war-winning...

-- Technology

-- Acquisition Support

-- Sustainment

...expeditionary capabilities to the warfighter



Headquarters Air Force Materiel Command

Shape the workforce and infrastructure to...

-- Develop

-- Field

-- Sustain

...war-winning expeditionary capabilities



HQ AFMC Reorg Highlights

CCZ Initiates
Project Plan

2-Ltr Roles and
Missions Briefed to
AFMC Council

Start

CC Commander's
Call

Org Structure
Briefings to CC

OCR to HQ USAF

CSAF Approves OCR

AFMC Council Approves

CC Townhall

Begin Reorg
Implementation

1 Oct 03

20 Jan 04

28 Jan 04

2 Feb 04

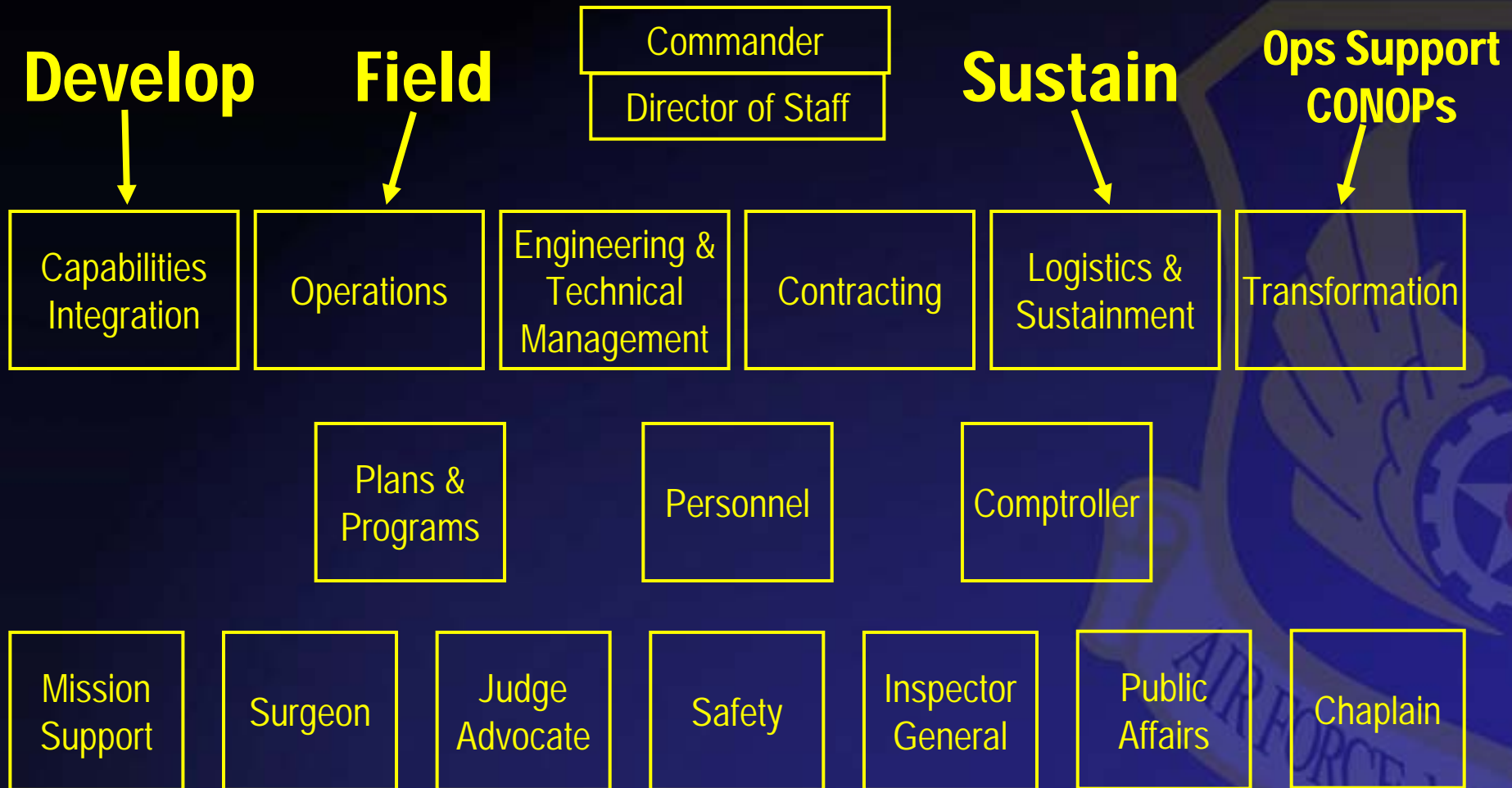
27 Apr 04

28 Apr 04

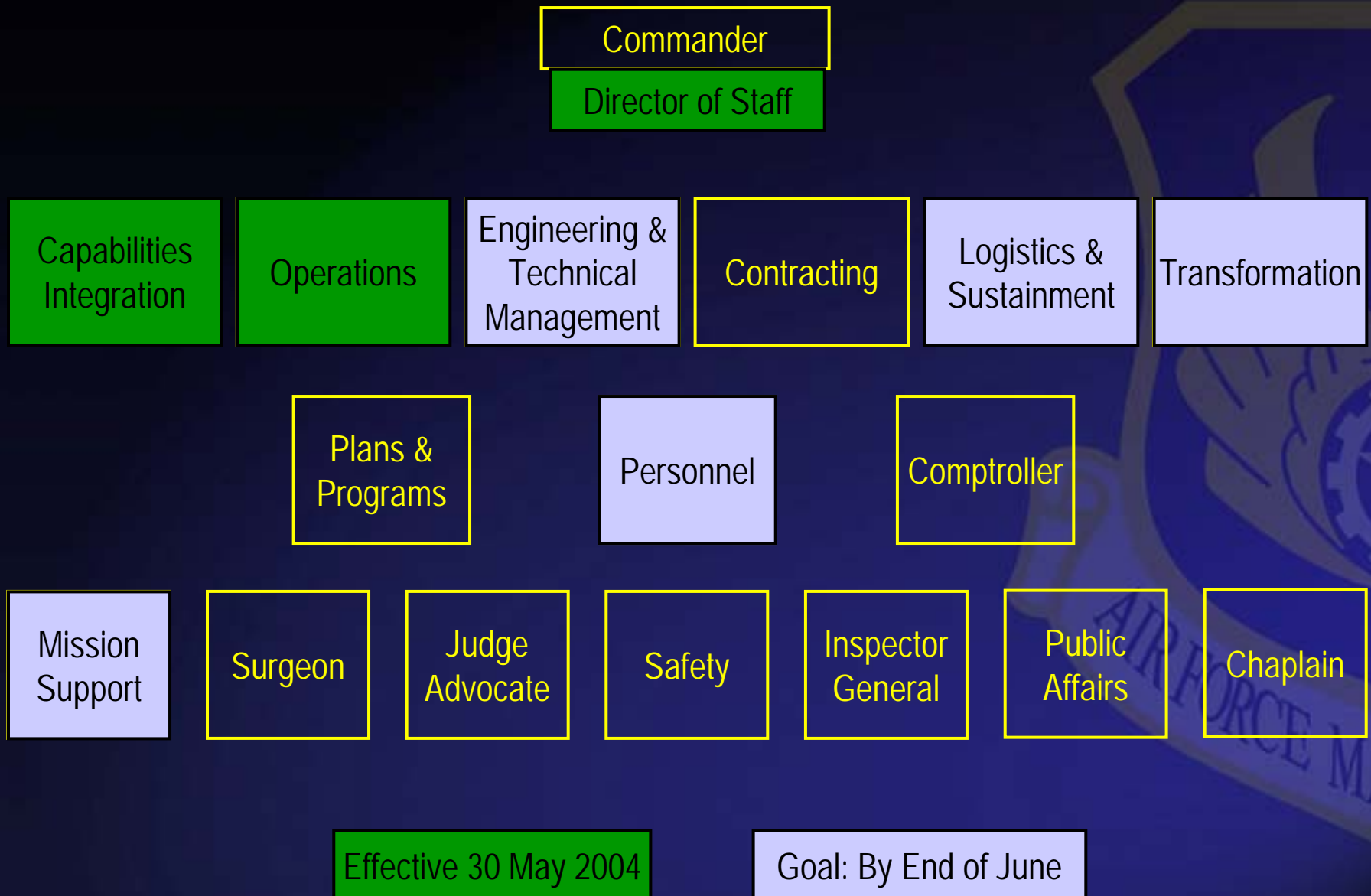
27 May 04

30 May 04

HQ AFMC Structure



HQ AFMC Structure: Reorganizing



What's Changing

- **XR – Integrates technology, intelligence, capabilities assessment, and acquisition support**
- **DO – Creates new division to lead fielding**
- **EN – Systems Engineering**
- **LG – Single sustainer, acquisition logistics**
- **TR – Command's and AF's transformation agent**
- **DP – Centralize workforce management**
- **MS – One-stop for mission support, includes IT networks**

HQ AFMC Facilities

- **FY04 Reorg – most personnel remain in place**
- **FY05 preliminary plan**
 - Examining collocation of teams and like functions
- **Long-range master plan with facility upgrades in development**



Making AFMC Better

PEO to Field

Installation CC

HQ Reorganization

Center Reorganization

Financing the Command

Flying Hour Program

Attrition Based Planning



Making AFMC Better

PEO to Field

Why?

Installation C

IQ Reorganization

Enterprise Reorganization

Financing the Command

Flying Hour Program

Attrition Based Planning

Air Force Materiel Command

“We’re Different, Get Over It!”



U.S. Air Force



***To Be A Valued Team Member...
Of The World's Most Respected
Air & Space Force***

War-Winning Capabilities...On Time, On Cost

